



Preparing Missourians to Succeed

A Blueprint for Higher Education

Public Hearing #2 – St. Louis

Focus: Economy, Business and Higher Education: A Regional Approach

December 11, 2015

St. Louis Regional Chamber, St. Louis

BACKGROUND

Higher education is quickly evolving in Missouri as the state's colleges and universities prepare students for the future. By 2018, an estimated 60 percent of all jobs in the state will require some form of postsecondary education.

Missouri has set a goal to increase the percentage of working age adults with a two- or four-year degree or professional certificate to 60 percent by the year 2025. Currently, about 49 percent of Missourians have a college degree or certificate.

Knowledgeable and skilled citizens are key to a strong economy, but the benefits of higher education extend far beyond meeting the state's workforce needs. Individuals who earn a postsecondary degree enjoy higher incomes and lower unemployment rates. They make healthier lifestyle choices and live longer lives. They are more likely to vote and volunteer in their communities.

The Missouri Coordinating Board for Higher Education is responsible for designing a coordinated plan to address the state's higher education needs. The last plan was adopted in 2008.

To keep pace with the state's higher education needs, the Missouri Department of Higher Education will spend the next year developing a new coordinated plan: *Preparing Missourians to Succeed: A Blueprint for Higher Education*. The final plan will be presented to the coordinating board for approval in December 2015.

The *Blueprint for Higher Education* will focus on four main areas:

- **Accessibility:** Improve college readiness and make higher education opportunities available to all students across the state.
- **Affordability:** Keep the cost of higher education within reach for Missouri families.
- **Quality:** Ensure students acquire the knowledge and skills they need for a rapidly changing world and workplace and support the need for resources to provide quality educational opportunities.
- **Completion:** Help students stay the course to finish a certificate or degree program.

AGENDA

Welcome – CBHE Chair *Dalton Wright*

Introductions

Setting the Stage – Commissioner *David Russell*

Presentation by St. Louis Regional Chamber President *Joe Reagan*

Commerce and Industry Panel –

Monica Hans, Director of Talent Strategy, Brown Shoe Company

Dossie Jennings, Senior Talent Acquisition, BJC HealthCare

Amy Jones, Talent Acquisition Manager, Maritz, LLC

Betsy Miller, Supervisor, Workforce Planning and Development Talent Acquisition, Ameren

Discussion with Commerce and Industry Panel

Public Colleges and Universities Panel –

Dr. Glen Cope, Provost, University of Missouri – St. Louis

Dr. Dennis Michaelis, Chancellor, St. Louis Community College

Dr. Dwaun Warmack, President, Harris-Stowe State University

Discussion with Public Colleges and Universities Panel

Independent Colleges and Universities Panel –

Dr. James D. Evans, President, Lindenwood University

Dr. Elizabeth Stroble, President, Webster University

Discussion with Independent Colleges and Universities Panel

Public Comment

Adjourn

STEERING COMMITTEE ATTENDANCE

Dr. Michael Bleich, Missouri Nurses Association, and President and Maxine Clark and Bob Fox Dean and Professor, Goldfarb School of Nursing at Barnes Jewish College, St. Louis

Gena Boling, President, Missouri Association of Student Financial Aid Personnel, Rolla

Dr. Don Claycomb, President, State Technical College of Missouri, Linn

Robin Coffman, Chief of Staff, Missouri Department of Elementary and Secondary Education, Jefferson City

Brian Crouse, Vice President of Education, Missouri Chamber of Commerce and Industry, Jefferson City

Dr. Arlen Dykstra, Provost and Senior Vice President of Academic Affairs, Missouri Baptist University, St. Louis

Mike Franks, Chief Executive Officer, Neosho Area Business & Industrial Foundations, Inc., Neosho

Dr. Charles Gooden, Dean of Student Affairs, Harris-Stowe State University (retired), St. Louis

Dr. Kevin Gwaltney, Executive Director, Joint Committee on Education, Jefferson City

Dr. Russell Hoffman, Executive Director, BJC Learning and Organizational Effectiveness, St. Louis

Deb Hollingsworth, Vice President of External Affairs, AT&T (retired), St. Louis

Dr. Johndavid Kerr, President, Missouri Association of Faculty Senates and Professor, Harris-Stowe State University, St. Louis

Michael Schwend, President, Preferred Family Healthcare, Kirksville

Kathy Swan, Missouri State Representative, and Owner, JCS/Tel- Link, Cape Girardeau

Dalton Wright, Chair, Missouri Coordinating Board for Higher Education, Lebanon
(*Ex-officio member*)

Betty Sims, Vice Chair, Missouri Coordinating Board for Higher Education, St. Louis
(*Ex-officio member*)

Dr. David Russell, Commissioner, Missouri Department of Higher Education, Jefferson City
(*Ex-officio member*)

Dr. Rusty Monhollon, Assistant Commissioner of Academic Affairs, Missouri Department of Higher Education, Jefferson City (*Ex-officio member*)

Ryan DeBoef, (*Alternate for Council on Public Higher Education*)

Bill Gamble, (*Alternate for Independent Colleges and Universities of Missouri*)

Marty Oetting, (*Alternate for University of Missouri System*)

PUBLIC ATTENDANCE

There were 28 members of the public in attendance.

MEETING SUMMARY

Deb Hollingsworth, Vice President of External Affairs, AT&T (retired), chaired the Steering Committee and gave an overview of the agenda and how the hearing would proceed. She then introduced CBHE Chair Dalton Wright.

Dalton Wright, Chair of Coordinating Board for Higher Education, welcomed everyone to the hearing and initiated the introductions from committee members and attendees.

PRESENTATIONS

Dr. David Russell, Commissioner for Missouri Department of Higher Education, presented *Setting the Stage for a New Coordinated Plan*.

Joe Reagan, President of the St. Louis Regional Chamber, welcomed everyone to downtown St. Louis.

Priorities for the future:

- Greater education attainment from GED to PhD
- Greater inclusion and talent attraction
- Entrepreneurship

We must focus long-term.

Commerce and Industry Panel

Monica Hans, Director of Talent, Brown Shoe Company:

- The new workforce challenges us to move faster, be more agile and more flexible.
- Need people that are forward thinking and can move within the company.

Amy Jones, Talent Acquisition Manager, Maritz, LLC:

- We are combining science and technology. The hard skills we need are STEM-related.
- Need students that can operate in a networked environment.
- Need resourceful thinking employees.

Dossie Jennings, Senior Talent Acquisition, BJC HealthCare:

- Targeting passionate people that know why they want this career
- Need people with Information Technology skills
- Need individuals who are team players
- We do use job shadowing for job exploration within the company

Betsy Miller, Supervisor, Workforce Planning and Development Talent Acquisition, Ameren:

- Need skilled trades and engineering
- STEM is extremely important
- Have internships through universities in the area
- Community colleges working with us on a pre-apprentice, non-degree program
- How to connect our employees with educational opportunities

Steering Committee discussion with panel members

- ❖ BJC hires variety of education backgrounds from GED or high school diploma to the highest educational attainment.

- ❖ There are not a lot of financial programs available to adult high school graduates wanting to continue their education. What types of incentives should colleges and universities and employers offer to employees and non-traditional students to continue their education?
 - Tuition reimbursement programs to employees for any degree, not company or job specific
 - Partner with online universities for reduced tuition for employees
 - Conducting job fairs at the company for local students
 - Tuition reimbursement for college credit classes even if not a full degree program
 - Partnerships with four-year and two-year institutions
 - Company career guidance counselors to help with employees' educational pathways such as courses, certifications and degree programs
 - BJC Learning Institute offers courses employees can take for free
- ❖ Newly graduated students have a different expectation of what is expected of them in the work environment with respect to work ethic and soft skills.
- ❖ Need employees that are interested in the brand they have and how they contribute to the company.
- ❖ New graduates may come into a company with unpolished soft skills, but is usually quickly overcome.
- ❖ How does Missouri higher education improve services to commerce and industry?
 - Collaboration and partnerships between education and business
 - As industry grows, education grows and must grow together
 - Encourage and allow students to participate in coops and internships
- ❖ If we only educate people for what businesses need today, we are already behind. We need to implement a blueprint to advance the future:
 - Supply and demand in STEM fields is an issue now and growing
 - There is a growing demand for more project managers
 - Cyber security and data analytics are rapidly growing fields
 - Business degrees focusing on Omni-channel is a growing field for retail/wholesale
 - Employees are needed who are strategic thinkers
 - Need to attract or retain minorities and women in engineering programs
 - Presentation and influencing skills needed
 - Multi-tasking is a required skill

Independent Colleges and Universalities Panel

Dr. James Evans, President, Lindenwood University ([Handout 2a](#)):

- Issues, challenges, successes and opportunities are explained for the four main areas of focus of The Blueprint for Higher Education – Accessibility, Affordability, Quality and Completion
- Access issues are related to Affordability and Ability
- Quality and Completion go hand in hand

Dr. Elizabeth Stroble, President, Webster University ([Handout 2b](#)):

- Need diversity in students
- Partnerships are key
- Two-year and Four-Year Dual enrollment programs
- Partnerships with high schools for college ready students
- Default prevention programs
- Access with a promise of success

([Handout 2c](#)) contributed by Rose Windmiller of Washington University

Steering Committee discussion with panel members

- ❖ The state does not offer any work study programs. The federal work study program has very little money. Are institutions funding work and learn programs?
 - Work and Learn programs are largely institutionally funded
- ❖ Conditionally admitted students automatically are enrolled in transitions program, which means students in their first year are enrolled in college success classes taught by someone in the academic resource center staff.

Public Colleges and Universities Panel

Dr. Dennis Michaelis, Interim Chancellor, St. Louis Community Colleges ([Handout 2d](#)):

- Community colleges are focused on the tension that exists between promoting accessibility while also advancing student success and supporting the national completion agenda. These two concepts are intertwined.
- Community colleges have always been about open access
- Paths to success for our communities are through jobs and education
- Need support from a coordinating board for higher education and the state department of higher education for innovative strategies, supportive policies and resources for students who are under-prepared
- Need progressive strategies for dual credit and dual enrollment of high school students in college level courses
- Need to address remediation

- Need statewide articulation taskforce that is student-focused and is charged with advancing policies and aligning efforts that require institutions across the higher education spectrum to cooperate and contribute to the hard work and course program alignment
- Must find new funding models
- Accessibility and quality when aligned will best support completion

Dr. Glen Cope, Provost, University of Missouri – St. Louis ([Handout 2e](#)):

- Affordability is essential for success
- Would like to see a program for four-year institutions that is similar to the A+ program

Dr. Dwaun Warmack, President, Harris-Stowe State University ([Handout 2f](#)):

- Ranked number one of all public and private institutions in Missouri in the percentage enrollment of African-American men in STEM-related degree programs
- More than 150 years experience preparing educators, originally founded as a Teacher Education institution

Steering Committee Discussion with panel members

- ❖ The present funding formula is based on the federal formula which counts first-time, full-time freshmen who graduate in 4 – 6 years. Most of our students are transfer students and part-time students. Only a fraction of our students are counted in that graduation rate.
- ❖ There is a partnership between UMSL and HSSU for teacher education at the masters level. It is a combination program taught by UMSL professors and HSSU professors.
- ❖ Scholarships and financial assistance for students should be a focus in the new coordinated plan.
- ❖ Statewide funding for higher education in the future and how those funds are distributed should be a focus in the new coordinated plan.
- ❖ Diversity should also be included in the new coordinated plan for higher education.
- ❖ Having aid available for nontraditional students is important.

PUBLIC COMMENT

- ❖ ([Handout 2g](#)) Access Missouri is essential to improving our workforce and quality of life for Missouri residents. A primary emphasis on affordability and expanding need-based financial aid in our state. The funding for Access Missouri has not kept pace with the need. The Big Goal is unattainable if entire communities are priced out of higher education.

- ❖ [\(Handout 2h\)](#) Undocumented and deferred students face more formidable financial barriers. Undocumented and deferred action students living in Missouri, including those declared “legally present” by the U. S. government, are being charged non-resident or international tuition rates to attend Missouri institutions.
- Missouri needs to increase educational and economic opportunity for all its students. Allowing our undocumented and DACA students the opportunity to continue their education here is critical to Missouri’s commitment to a diverse and talented community.
- In Missouri there are a total of 13,000 students eligible for DACA status. Approximately 6,000 are immediately eligible age fifteen and older.

ADJOURN

***Note:** The comments provided in this document do not represent a verbatim transcription of the comments received verbally and may incorporate some close paraphrasing by the record-keeper.*